DOCUMENT RESUME

ED 422 498 CE 077 024

AUTHOR	London, Manuel
TITLE	Career Barriers: How People Experience, Overcome, and Avoid Failure.
ISBN	ISBN-0-8058-2579-7
PUB DATE	1998-00-00
NOTE	215p.
AVAILABLE FROM	Lawrence Erlbaum Associates, Inc., 10 Industrial Avenue, Mahwah, NJ 07430; toll-free phone: 1-800-926-6579; e-mail: orders@erlbaum.com (clothbound: ISBN-0-8058-2579-7, $59.95; paperback: ISBN-0-8059-2580-0, $29.95).
PUB TYPE	Books (010) -- Guides - Non-Classroom (055)
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	Adult Education; *Career Change; *Career Development; Career Education; *Coping; Dislocated Workers; Employment Opportunities; Failure; Goal Orientation; Midlife Transitions; *Motivation; *Occupational Mobility; Postsecondary Education; Secondary Education; Skill Obsolescence; *Vocational Adjustment
IDENTIFIERS	*Career Barriers

ABSTRACT

This book defines career barriers, considers how people react to them, and offers ways to overcome and prevent them. It is geared towards people experiencing career barriers; for students at the start of their careers; for seasoned employees wanting to avoid or be prepared to deal with career barriers; and for managers, human resource professionals, and researchers who want to understand how people confront career barriers. Chapter 1 describes characteristics of career barriers and types of barriers. Chapter 2 focuses on emotions and thoughts, and their relationships as they affect how people respond to negative life events. Chapter 3 describes coping strategies. Chapter 4 explains three parts to career motivation: resilience, insight, and identity. Chapter 5 looks more closely at resilience and an associated concept, hardiness. Chapter 6 outlines situational conditions that support career resilience, insight, and identity; describes factors that constitute a continuous learning culture; and considers ways to support older workers facing career decline. Chapter 7 describes programmatic interventions for organizations to help employees cope with career barriers. Chapter 8 makes recommendations to help people prevent career barriers. Appendixes include the following: additional case examples; a catalog of cases; case description and rating forms; and relationships between appraisal, coping, and career motivation. (Contains 213 references and author and subject indexes). (YLB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****